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ABSTRACT

This preliminary report on the status of women faculty members of the University of Louisville indicates that women are discriminated against in many ways. Statistical data indicates inequities in hiring practice, administrative responsibilities, course loads, committee assignments, and salaries. It is recommended that the University of Louisville budget request to the General Assembly of Kentucky for the 1972-74 biennium include the sum of at least 170,000 for the specific purpose of ending discrimination in the salaries paid to the women members of that faculty.
(Author/MJM)

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AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

UNIVERSITY OF LOUISVILLE CHAPTER

PRELIMINARY REPORT OF COMMITTEE W ON THE STATUS OF WOMEN IN THE PROFESSION

SEPTEMBER 23, 1971

Acting upon a suggestion from the National Office of AAUP, the University of Louisville chapter established Committee W in December, 1970. The Committee immediately began investigations into areas of concern to women faculty members, graduate and professional students. The results of these early inquiries indicated that the women at the University of Louisville are discriminated against in many ways. Among these are hiring practices, administrative responsibilities, course loads, committee assignments, and salaries.

While the Committee realizes that considerable time may be required to correct some of these inequities, it believes that efforts to end discrimination should be begun at once. One of the matters requiring immediate action is in the salaries paid to female faculty members. Because the University is now an institution supported in large part by the State of Kentucky, and its principal funding for 1972-1974 will depend upon action of the 1972 General Assembly, budgetary allocations to end discrimination within the next three years must be considered in current planning. For these reasons, Committee W focussed its initial efforts on gathering evidence, reporting the findings, and making recommendations to end the inequities in salaries paid to women members of the faculty.

On July 30, the AAUP Executive Committee forwarded to President Strickler a 20-page Preliminary Report of Committee W, together with a statement supporting Committee W's findings and recommendations. In preparing the attached version of the Preliminary Report for distribution to the AAUP membership, Committee W has condensed some of the evidence and omitted certain tables, in order to preserve the confidentiality of salary records. The Summary of the findings, and the Recommendations, are identical with those presented to President Strickler.

The members of Committee W who contributed to this Preliminary Report are:

Professor Lois Cronholm, Biology
Professor Adele K. Ferdows, Political Science
Professor Landis Jones, Political Science
Professor Sydney Schultze, Modern Languages
Professor Edwin S. Segal, Anthropology
Professor Constance C. Woosley, Library
Professor Mary K. Tachau, History
Chairperson

HE 004 450

The major findings of the preliminary investigations conducted by Committee W, based upon 1970-1971 salary data, and verified by every method of statistical analysis which has been employed are these:

1. While there are serious inequities involving individual men, virtually every woman on the faculty of certain colleges has been discriminated against in the amount of salary.

2. The salary discrimination against women is particularly severe in the College of Arts and Sciences, in the School of Music, and in some departments of the School of Medicine.

3. The inequity in salaries paid women exists at every academic rank, from Instructor through Professor.

4. The pattern of relative salaries paid, according to sex, shows that the disparity continues, and, in fact increases, under a system of across-the-board raises, to which more than half the money available for 1971-1972 was devoted. Therefore, although some attempts at adjustment have been made for the 1971-1972 year, an even greater disparity will be evident in the figures for that year.

5. The amount of money which would have been needed to end salary discrimination in 1970-1971 would have been approximately $82,000.

6. If the women members of the faculty are to be paid on a basis equal to that of their male colleagues, the University of Louisville will require a major budgetary allocation for that specific purpose.

7. Because the University's budget request must be made to cover a two-year period, ending salary discrimination against women will require, for the biennium, an amount of at least $170,000.

We therefore recommend:

That the University of Louisville budget request to the General Assembly of Kentucky for the 1972-74 biennium include the sum of at least $170,000 for the specific purpose of ending discrimination in the salaries paid to the women members of that faculty.

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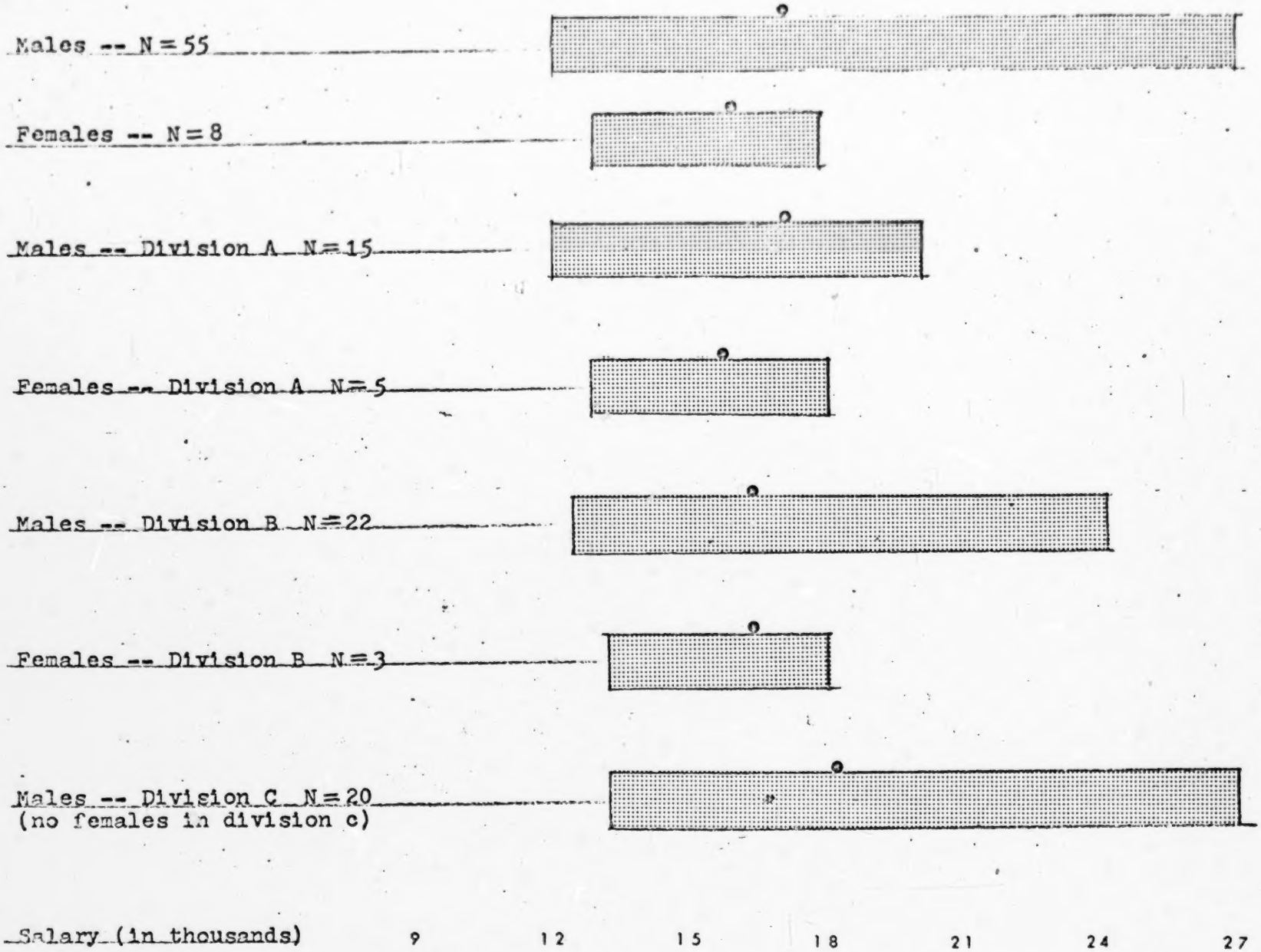
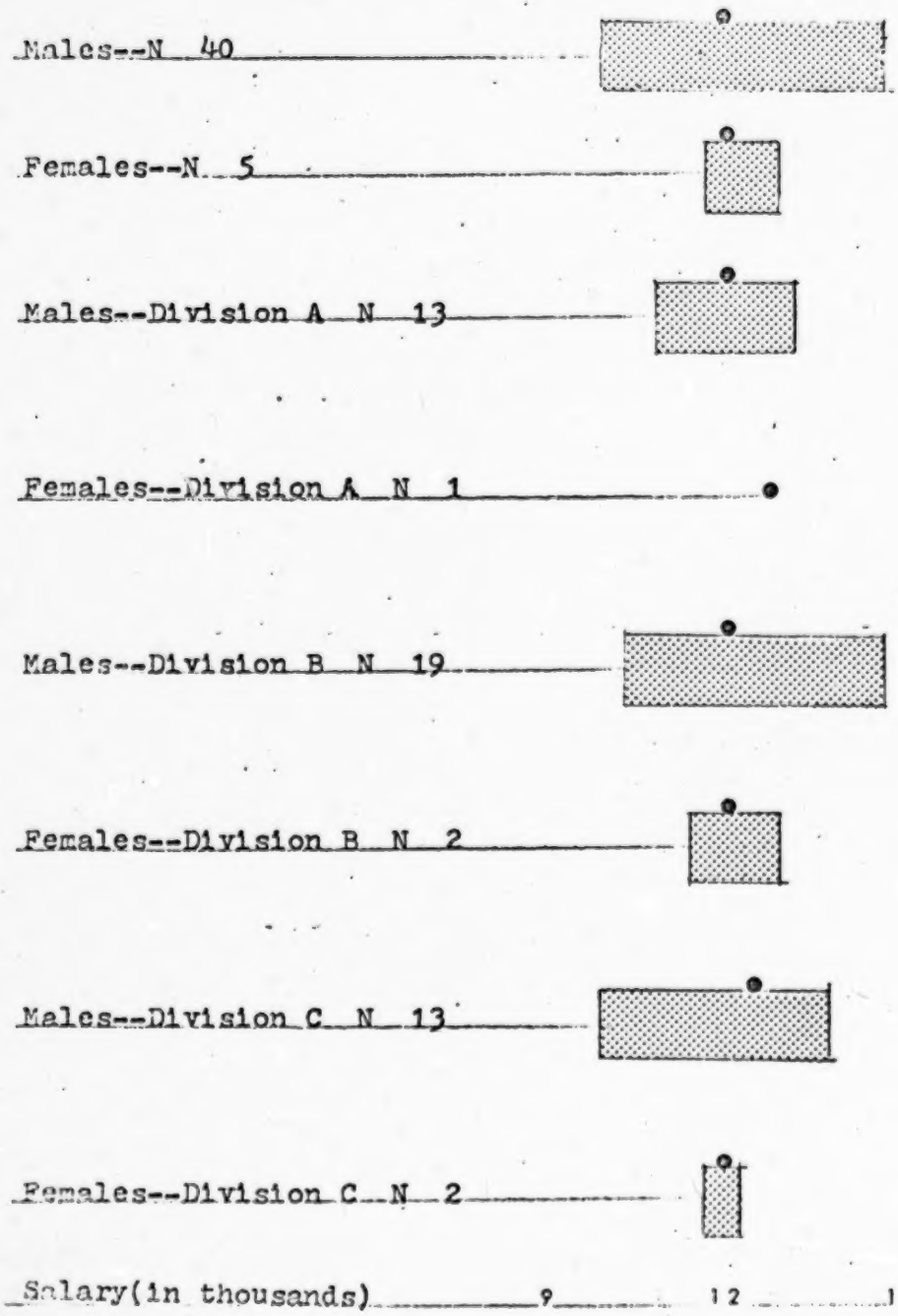
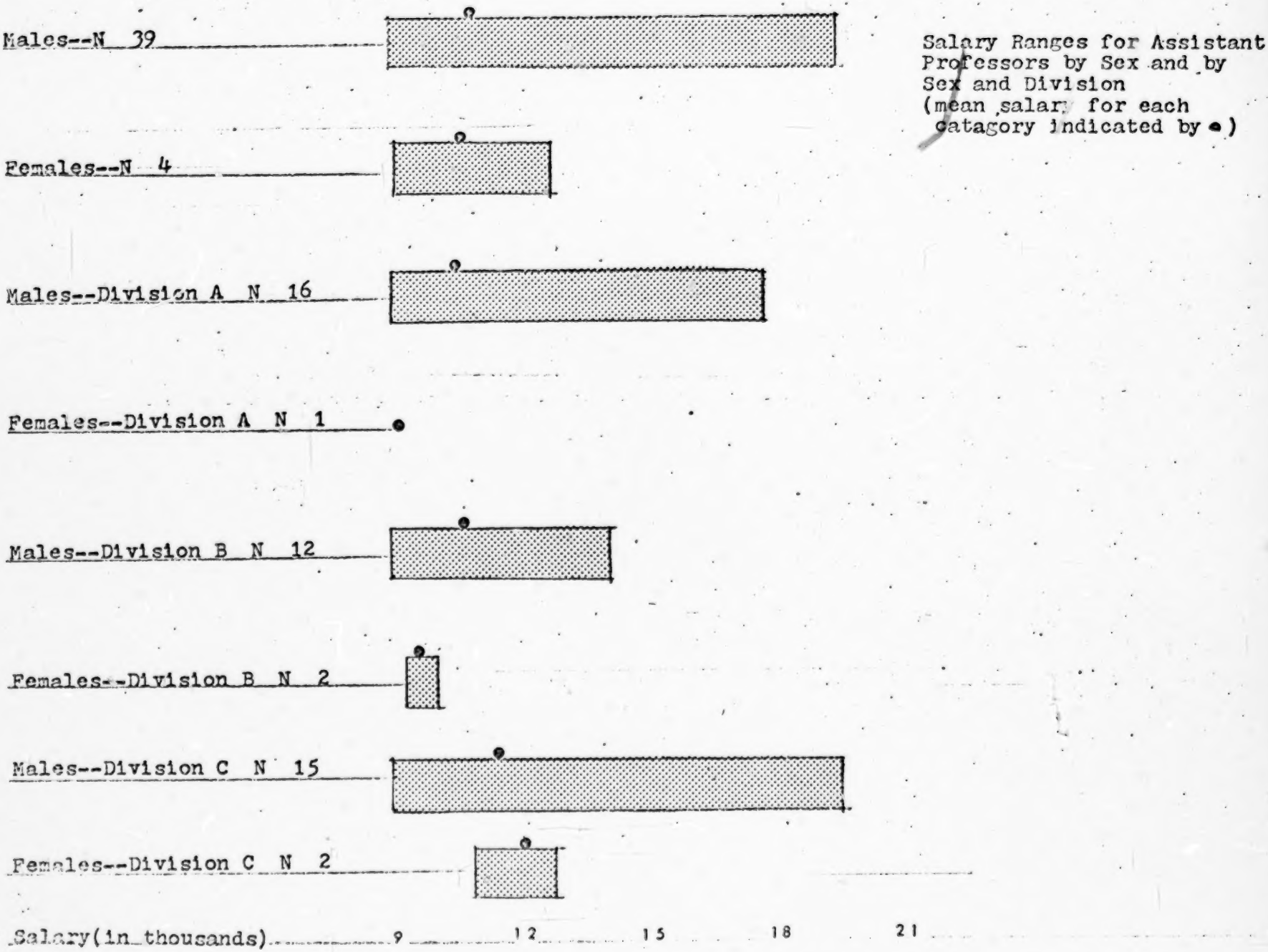


Salary Ranges for Full Professors by Sex and by Sex and Division
(mean salary for each catagory indicated by o)



Salary Ranges for Associate Professors by Sex and by Sex and Division (mean salary for each catagory indicated by ●)



Salary Ranges for Assistant Professors by Sex and by Sex and Division (mean salary for each catagory indicated by •)

We have treated the data on Instructors and the data on the three professorial levels in different ways. The reasons for this ought to be explained at the outset. We have data on 188 members of the A & S faculty; of these, 37(19.7%) are Instructors; 43 (22.8%) are Assistant Professors; 45 (23.9%) are Associate Professors and 63 (33.5%) are Professors. However, Instructors are 42.1% female; Assistant Professors are 9.3% female; Associate Professors are 12.5% female and Professors are 12.7% female. In short, the only rank in which there is anything approaching an even sexual division is the lowest one. To put it another way, 48.5% of all women are Instructors, while the percentage distribution of men comes very close to matching the distribution of all people among the four ranks. The result is that there are so few women in the three professorial ranks that the data are amenable to few meaningful statistical techniques. This information is best expressed in the three graphs of salary ranges that are attached. However, given the relatively even division between male and female Instructors, a different kind of graph as well as other statistical methods are both possible and meaningful.

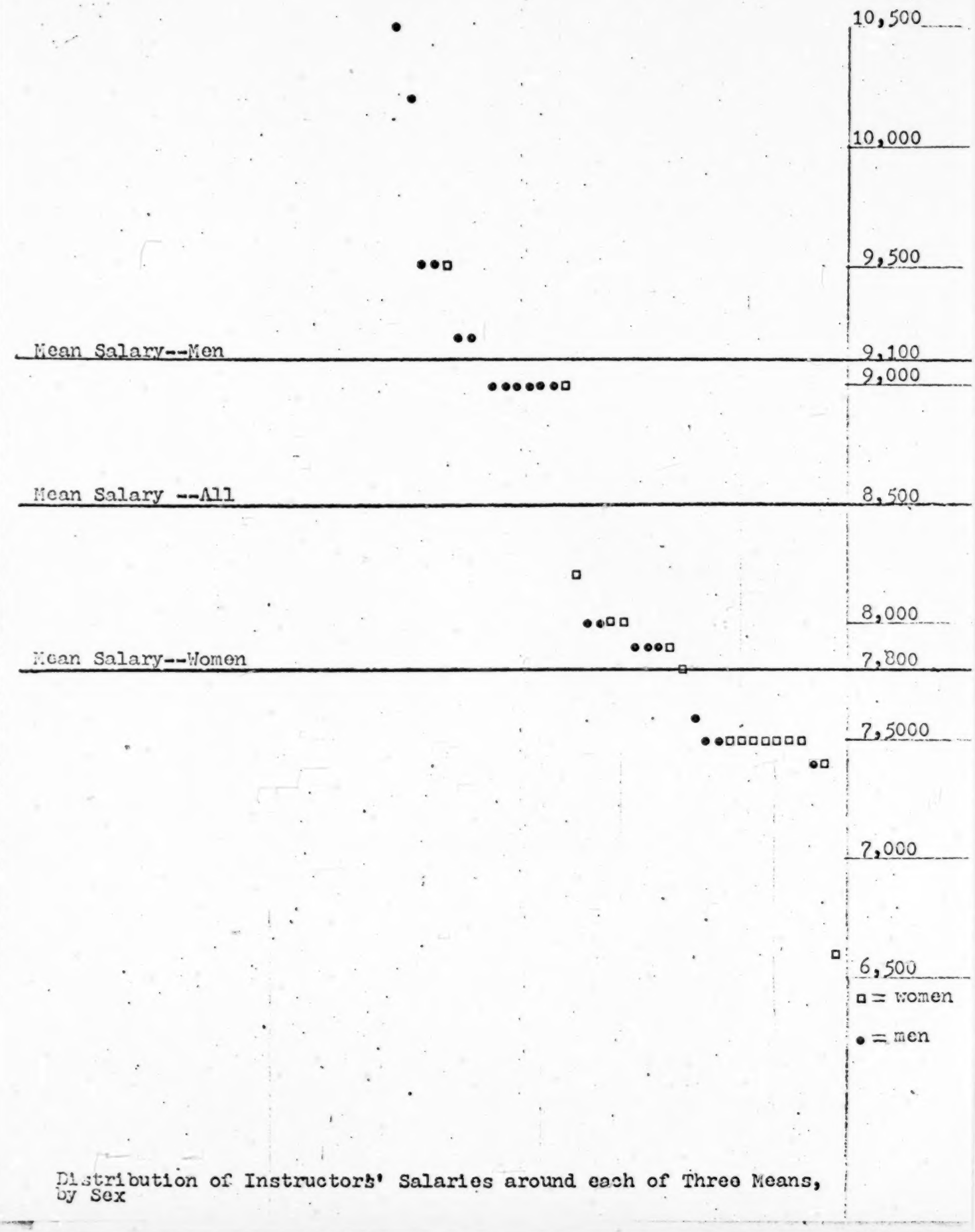
Attached is a graph showing the distribution of Instructor' salaries around three means: that for all Instructors, that for women and that for men; also attached is a table summarizing some of this information in percentage terms.

One of the most general findings of this investigation is that there are generally widespread salary inequities among all Instructors, but the inequities to which women are subject are both most severe and of a different order than those to which men are subject. The mean ten month base

salary for all Instructors is $8,557.00; for men it is $9,102.00; for women it is $7,834.00: this mean difference of $1,268.00, as measured by a t test, is statistically significant ($P < .001$). The nature of this difference is illustrated by the graph and table. The table details the percentages above and below each of the three means.

The graph also reveals two interesting clusters: one at $7,500.00 and one at $9,000.00. Sixteen people (43.2%) fall at one of these two points. There are nine people at $7,500.00; only two of these are men. There are seven people at $9,000.00; only one of these is a woman. Furthermore, there is only one female Instructor with a salary above $9,000.00, and there are six men with a salary above $9,000.00.

It is also interesting to note that the distribution of men around the overall mean (see page 10) is relatively even, 57% above and 43% below. That of the women around the same average is decidedly uneven, 12.5% above and 87.5% below. It is quite clear that the overall uneven distribution of 38% above and 62% below is largely the result of the gross underpayment of women. The other figures, showing the distributions around male and female salary means, are only details of this over-all discrepancy and just as telling.



Distribution of Instructors' Salaries around each of Three Means, by Sex

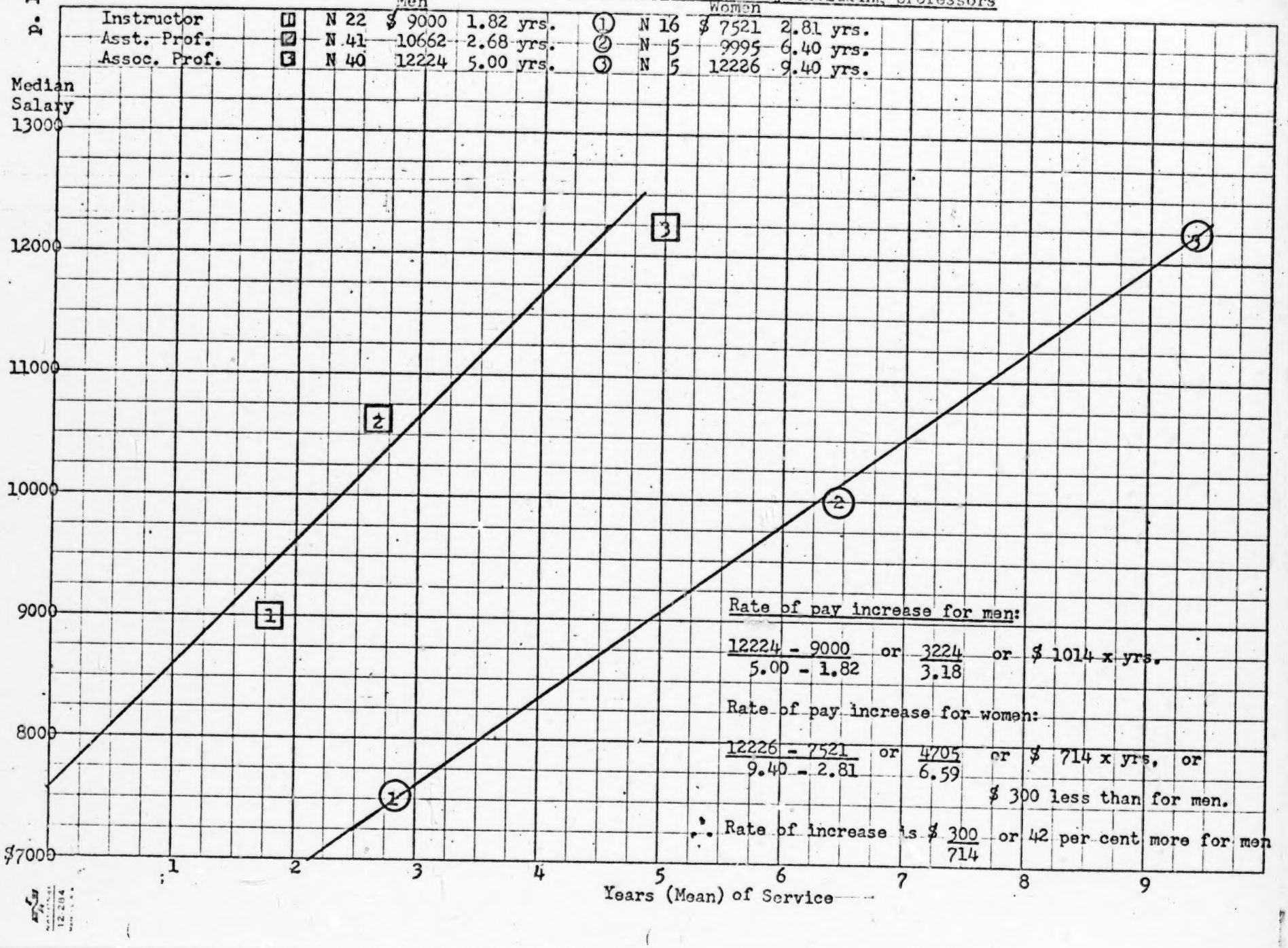
TABLE 1

Percentage Distribution of Instructors' Salaries Around Each of Three Means, by Sex.

	MEN		WOMEN		ALL INSTRUCTORS	
	%	N	%	N	%	N
Mean Salary - ALL INSTRUCTORS						
Above	57	12	12.5	2	38	14
Below	43	9	87.5	14	62	23
Mean Salary - MEN						
Above	29	6	6	1	19	7
Below	71	15	94	15	81	30
Mean Salary - WOMEN						
Above	81	17	44	7	65	24
Below	19	4	56	9	35	13

Raw Data A & S Rate of Pay Increase for full-time faculty excluding professors

	Men				Women			
Instructor	1	N 22	$ 9000	1.82 yrs.	①	N 16	$ 7521	2.81 yrs.
Asst. Prof.	2	N 41	10662	2.68 yrs.	②	N 5	9995	6.40 yrs.
Assoc. Prof.	3	N 40	12224	5.00 yrs.	③	N 5	12226	9.40 yrs.



Rate of pay increase for men:

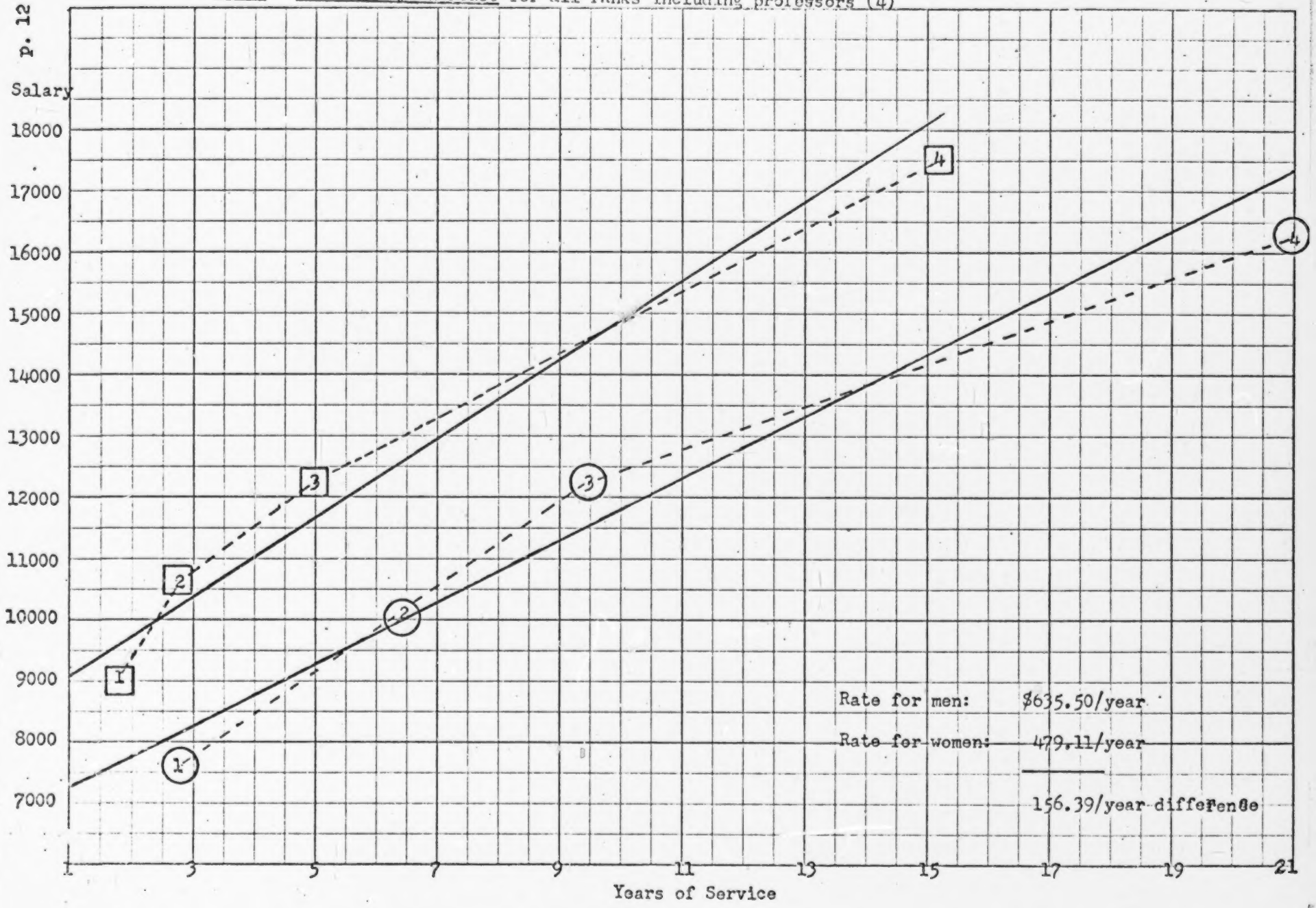
$\frac{12224 - 9000}{5.00 - 1.82}$ or $\frac{3224}{3.18}$ or $ 1014 x yrs.

Rate of pay increase for women:

$\frac{12226 - 7521}{9.40 - 2.81}$ or $\frac{4705}{6.59}$ or $ 714 x yrs, or $ 300 less than for men.

∴ Rate of increase is $\frac{300}{714}$ or 42 per cent more for men

A & S Rate of Pay Increase for all ranks including professors (4)



The raw data for full professors:

Men	N 57	Median Salary 17503	Mean Years in Service 15.2
Women	N 8	Median Salary 16236	Mean Years in Service 21.0.

Using the same formula but including all ranks from Instructor to Professor yields the following:

Men $\frac{17503 - 9000}{15.2 - 1.82} = \frac{8503}{13.38} =$ 635.50 x years

Women $\frac{16236 - 7521}{21.0 - 2.81} = \frac{8715}{18.19} =$ 479.11 x years, or 156.39 less.

With the inclusion of the professorial rank the curve flattens out somewhat but still shows the same disparity between the rates of salary increases for men and for women. What is striking in this rank is the number of people who have been employed by the University 22 or more years. 37 per cent of the men and 75 per cent of the women were in this group of pre-1950 hires. This means that in the earlier part of their careers their raises were smaller in the number of dollars but not necessarily proportionately smaller in purchasing power. The purchasing power of the dollar in 1950 was $1.194; in 1957-59, $1.00; in 1969, $ .783. In other words, an annual raise of $783.00 in 1950 had the purchasing power of an annual raise of $1,194.00 in 1969. Partly because the rate of salary increase for professors was skewed more than other ranks by the factor of deflated dollars, this group was omitted from the graph.

This same group of professors who were pre-1950 hires is noteworthy from another point of view: the women are substantially and consistently paid less than their male counterparts.

	Men	Women	Difference
High Salary	24210	17961	
Low Salary	13606	13234	
Average Salary	18730	16579	-2151
Median Salary	19016	17070	-1946

None of the women's salaries is as high as either the mean or median male salary. The mean and median salaries for women were approximately $2,000 less than those for men.

We therefore suggest that the University reserve in its 1972-74 budget the following amounts to correct salary inequities due to discrimination against women in the College of Arts and Sciences.

In the first three ranks, applying the men's rate of increase to women:

N of women x $300.00 x median years, or,

Instructors:	16 x 300 x 2.81 =	13,158
Asst. Prof.:	5 x 300 x 6.40 =	9,600
Assoc. Prof.:	5 x 300 x 9.40 =	14,100
	Total =	36,858

In the professorial rank:

6 x $2,000 =	12,000
Total =	$48,858

This would adjust the salaries in the first three ranks by application of the male formula without discrimination as to sex, and would raise the women's salaries in the professorial rank by the average of the mean and median difference between the salaries of men and women professors. The question of retroactive compensatory pay for women professors is held in abeyance.

THE STATUS OF WOMEN AS FACULTY MEMBERS

UNIVERSITY OF LOUISVILLE SCHOOL OF MEDICINE

The number of women holding faculty positions at Medical School, their salaries and academic rank, have been analyzed on the basis of records made available through the University's administrative offices. Prima facie evidence of discrimination against women is apparent upon comparison with these same factors relevant to the male faculty.

There are sixteen departments in Medical School: fifty percent of these departments have no female faculty members: women constitute a very small minority in each of the eight departments with female faculty except the Library, which is staffed entirely by female faculty.

In those departments which do include women, more than fifty-five percent of the males hold academic rank higher than assistant professor, but more than seventy percent of the females hold rank below associate professor.

There are eighty-two faculty positions in the seven academic departments with women faculty (excluding Library): nineteen males of these eighty-two are full professors; one female of the eighty-two is a full professor.

There is also evidence of discrimination in the salaries paid to females. In six of the seven departments, the females average $1,600 to $6,280 less than their male colleagues in the same academic rank. There is no apparent justification for this on the basis of years of service; in fact, one female has more years of service than any other faculty member in these seven departments. Her salary is not only less than that

of any other member in her department in the same rank, but is less than all but one of the members in an inferior academic rank, and is seventeenth of twenty of all faculty of equal rank in these seven departments.

In departments with relatively small numbers there undoubtedly are individual considerations in matters of rank and salary, but these are statistics that, if not capable of complete self expression, do present strong evidence of discrimination. To those who would argue that a point should not be won by so few examples, it is suggested that the availability of so few examples may indeed make this point.

KENT SCHOOL OF SOCIAL WORK

The salaries for men and women within a given rank are fairly equitably determined. There may be some inequity in promotion procedure. As of 1970-71 there were no female full professors, although all of the female associate professors had been at U of L as long as or longer than any full professor. In both intermediate ranks the average woman has served twice as long as the average man. There has already been some attempt to remedy this situation. One woman is being promoted to full professor this year.

SCHOOL OF MUSIC

At the associate professor level, the average male salary is $250 higher than the average female salary, although the average male years-of-service figure is 7 years, or about one-fourth that of the female average. This inequity should be rectified either through promotions or through salary increases.

SCHOOL OF EDUCATION

There are inequities at the three lower ranks ranging from $600 to $1000. Salaries were found to be inequitable when a woman at a given level was receiving less than a man at the same level with the same or fewer years of service.

SCHOOL OF BUSINESS, SCHOOL OF DENTISTRY, SCHOOL OF LAW, AND SPEED SCHOOL

The total or virtual lack of faculty women in these schools illustrates a condition which merits and will receive analysis in subsequent sections of the Committee's report.

Executive Order 11375

AMENDING EXECUTIVE ORDER NO. 11246, RELATING TO EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the United States Government to provide equal opportunity in Federal employment and in employment by Federal contractors on the basis of merit and without discrimination because of race, color, religion, sex or national origin.

The Congress, by enacting Title VII of the Civil Rights Act of 1964, enunciated a national policy of equal employment opportunity in private employment, without discrimination because of race, color, religion, sex or national origin.

Executive Order No. 11246 of September 24, 1965, carried forward a program of equal employment opportunity in Government employment, employment by Federal contractors and subcontractors and employment under Federally assisted construction contracts regardless of race, creed, color or national origin.

It is desirable that the equal employment opportunity programs provided for in Executive Order No. 11246 expressly embrace discrimination on account of sex.

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered that Executive Order No. 11246 of September 24, 1965, be amended as follows:

(3) Paragraphs (1) and (2) of the quoted required contract provisions in section 202 of Part II, concerning nondiscrimination in employment by Government contractors and subcontractors, are revised to read as follows:

"(1) The contractor will not discrimi[illegible]st any employee or applicant for employment because of race, color, religion, sex, or national orig[illegible]ne contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin."

(4) Section 203 (d) of Part II is revised to read as follows:

"(d) The contracting agency or the Secretary of Labor may direct that any bidder or prospective contractor or subcontractor shall submit, as part of his Compliance Report, a statement in writing, signed by an authorized officer or agent on behalf of any labor union or any agency referring workers or providing or supervising apprenticeship or other training, with which the bidder or prospective contractor deals, with supporting information, to the effect that the signer's practices and policies do not discriminate on the grounds of race, color, religion, sex or national origin, and that the signer either will affirmatively cooperate in the implementation of the policy and provisions of this order or that it

consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the order. In the event that the union, or the agency shall refuse to execute such a statement, the Compliance Report shall so certify and set forth what efforts have been made to secure such a statement and such additional factual material as the contracting agency or the Secretary of Labor may require."

The amendments to Part I* shall be effective 30 days after the date of this order. The amendments to Part II shall be effective one year after the date of this order.

LYNDON B. JOHNSON

THE WHITE HOUSE,
October 13, 1967

* See appendix C, Executive Order 11478.